

**A RESOLUTION PERTAINING TO THE DEFERRAL OF THE
ELECTION TO TAKE PART IN THE COUNTY'S RETIREE
HEALTH PLAN**

WHEREAS, the Board of County Commissioners of Calvert County, Maryland, did on January 30, 2001, adopt Resolution No. 3-01 that sets out the Policy for providing a health plan for retired County employees; and

WHEREAS, the Board of County Commissioners wishes to amend the "Health Insurance Plan Policy for Calvert County Retirees" (the "Policy") by specifically addressing the timing of the retirees' election to participate in the plan and related matters.

NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners hereby repeals and readopts the Policy attached hereto as Exhibit A and incorporated herein by reference.

BE IT FURTHER RESOLVED by the Board of County Commissioners of Calvert County, Maryland that, in the event any portion of this Resolution is found to be unconstitutional, illegal, null or void, it is the intent of the Board of County Commissioners to sever only the invalid portion or provision, and that the remainder of the Resolution shall be enforceable and valid.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that the foregoing recitals are adopted as if fully rewritten herein.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that this Resolution shall be effective upon recordation and publication of a fair summary.

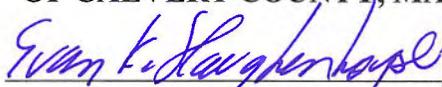
DONE, this 13th day of December, 2016, by the Board of County Commissioners of Calvert County, Maryland, sitting in regular session.

Aye: 4
Nay: 0
Absent/Abstain: 1 - Hejl

ATTEST:

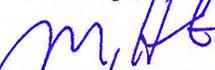
**BOARD OF COUNTY COMMISSIONERS
OF CALVERT COUNTY, MARYLAND**

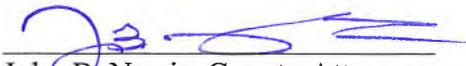

Maureen Frederick, Clerk


Evan K. Slaughenhaupt Jr., President

Tom Hejl, Vice President

Approved for form and legal sufficiency
by:


Mike Hart


John B. Norris, County Attorney


Pat Nutter


Steven R. Weems

HEALTH INSURANCE PLAN POLICY FOR CALVERT COUNTY RETIREES

Purpose:

The purpose of this policy is to establish by resolution the eligibility procedure and the funding for a health plan for Calvert County retirees. The Board of County Commissioners acknowledges that this plan will be the responsibility of both the Board and the retirees, and every effort will be made to make the plan as comprehensive as possible. The Board acknowledges its responsibility to the retiree and will establish an annual subsidy as its financial contribution towards the cost.

Eligibility:

1. Calvert County employees who are participants in the Maryland State Retirement and Pension Systems, the Calvert County Employees' Retirement Plan, or the Calvert County Sheriff's Department Pension Plan are eligible for the health insurance subsidy if:
 - a) They qualify for retirement, and
 - b) They have been active Calvert County employees for five years immediately preceding receipt of their first monthly pension payment.

All creditable service of an employee, who qualifies under one of these plans, shall be used in establishing the employee's percentage of subsidy.

2. Calvert County employees who are participants in the Calvert County Employees' Retirement Savings Plan are eligible for the health insurance subsidy if:
 - a) They qualify for retirement, and
 - b) They have been active Calvert County employees for seven years,

Or

- c) They transferred into the Calvert County Employees' Retirement Savings plan from the Calvert County Employee's Retirement Plan on July 1, 1998, and
- d) They terminate prior to age 65, and
- e) They have a minimum of 15 years of service with Calvert County Government, and
- f) They are at least 55 years of age.

For an employee who qualifies under the Calvert County Employees' Retirement Savings Plan, all years of service with Calvert County Government shall be used in establishing the employee's percentage of subsidy.

Funding

1. The Board will establish annually a subsidy amount for each type of coverage under the retirees' health plan. These subsidies will be reviewed annually and are subject to change based on budgetary constraints.
2. Retirees will earn the subsidy based on their years of service as shown in the following chart.

a. Maryland State Retirement and Pension Systems, the Calvert County Employees' Retirement Plan, or the Calvert County Sheriff's Department Pension Plan	4% per year of creditable service 100% maximum
b. Calvert County Employees' Retirement Savings Plan	4% per year of Calvert County Government service 100% maximum
c. Disability Plan: *	
If approved under the plan	75% of Subsidy
If approved by Social Security	100% of Subsidy

- *Individuals retiring with a disability may choose either method.*

3. The County retiree will be responsible for the difference between the cost of the selected plan and the earned subsidy.

Enrollment

Employees are eligible to enroll any time after retirement.

Coverage

If a retiree elects to discontinue coverage, the retiree will be eligible to continue coverage at any later date. Retirees may make changes to coverage at any time. Changes will be effective the first of the following month. Coverage shall be available in accordance with the following:

1. A benefit percentage will be determined for each employee at time of retirement. The retiree will be eligible for that percentage subsidy into the future.
2. For purposes of any future adjustments that could impact the plan, the retiree will be treated like any other employee that retired at that time.
3. The retiree will be able to enroll or re-enroll at any time in the future to claim a benefit subsidy.
4. Retirees may suspend the benefit and re-enroll in the future.

5. Retiree's premium will be equal to the current insurance rate less the product of the current rate times the benefit percentage.
6. Retirees may elect family (or other multiple party) coverage as available through the plan. In addition to the subsidized individual retiree premium, the retiree will be responsible for the payment of the full estimated cost of any additional coverage.
7. Retirees that are 65 or older will be required to have enrolled in Medicare Part A and B prior to enrolling in coverage
8. Coverage will be suspended for retirees that are 6 months delinquent on their premium. When premiums are paid for the period that the retiree was covered and did not remit premiums, along with the next month's payment, insurance will be restated in the next month.

Employee Retired Prior to August 1, 1994

All employees who retired prior to August 1, 1994, are eligible to continue receiving benefits under previously existing policy. This policy consists of a funding mechanism that pays for 100% of their individual policy and 50% of the difference between the policy selected and the individual policy: These retirees will not be subject to any restrictions based on their length of service.

Received for Record.....^{12/15}....., 20¹⁶
 at ^{10:44}.....o'clock.....^A.....M. Same day
 recorded in Liber KPS No. ⁵⁰.....
 Folio.....³⁹².....COUNTY COMMISSIONERS
 ORDINANCES AND RESOLUTION.

Garry P. Smith